

# ***HISPANIC DIVERSITY WORKING GROUP***

## **MEETING MINUTES**

**June 18, 1998**

**Los Alamos Inn**

**9:15 am – 11:00 am**

### **Welcome, Chaired by Roberto Gonzales**

Members present were Myra, Eileen, Leonard, Alfonso, Ubaldo, Camille, Jolyn, Richard and Debbie

### **Review and Approval of Meeting Minutes from June 4**

**Motion:** Camille moved to approve of the minutes from the June 4 meeting. Eileen seconded. Motion carried.

### **DVO—Update on the Working Together Meeting**

Roberto reported that as volunteers we've done more for this Lab. We are not voluntary, said Camille. Our time is paid by our group leaders to do this work.

### **Members' List of Issues, Complaints, and Compliments**

Roberto said to get the list of suggestions to him with a copy to Leonard for the June 24 meeting.

### **Education Forum/Meeting with Santa Fe Schools Superintendent Vargas**

The meeting with the Superintendent was a very good meeting. It started off with discussions about the Foundation and how the money from it will be used to address the high drop out rate, which for Hispanic women has now dropped from double to single digits. Roberto was asked to participate in Block Program which will establish career curriculum beginning at the 9<sup>th</sup> grade this fall. From the last meeting it was suggested that in January, Director Brown sponsored a closed-door forum with the schools. All Schools want to partner and see it as a success. Vargas will partner to help put this on the first week in August in order to accommodate all schedules.

Follow up is required to make it a success of our Victory statements and it picks up on Browne's call for a champion in this area. The Director's Office will pay for the Forum.

Roberto scheduled a meeting with the Santa Fe Community College Center for Intercultural Education at 2pm on Friday, June 19, to discuss Success at Work and to discuss being part of the Educational Forum. Fran Tenorio at the SFCC is the administrator of SAW.

Letters must go out with the initial invitation to the area school superintendents. Many other details of the event were discussed.

**Action:** Camille committed to draft a letter from Roberto to the area superintendents by Friday, June 26.

### **Update on Radio Program on KSWB**

Roberto said let's be known for more than just entertainment. He got lots of call-ins from people asking how they could get involved.

## **Member Involvement and Attendance**

Roberto said Let's rely on everyone. We are a team and everyone needs to participate as a team member. Let's review Victory statements. Timm thinks the turn around in HDWG is great and she had lots of other good comments that came from Browne and Garcia, including that we are visionaries and doers. Let's show we are committed to the Lab and its success. Those managers that don't commit to diversity are going to be replaced. Learn to delegate. Get others to participate and help work on partnerships.

**Motion:** Moved to ask DVO to put out another call for members. Not seconded.

**Motion:** Moved to ask DVO to have alternates. Associate membership is open, but that means it is possible to give a half-hearted effort. That has already been approved by DVO. Alfonso has associates, and Eileen has CIC associates. Dwight Herrera and Abad Sandoval want to be associate members

## **Presentations from Diversity Training Speakers**

Camille introduced speaker **Rose Moore** who answered all the questions that had also been asked to the other presenters.

## **Establish Protocol for Requesting and Reporting on Meetings or Conferences**

Myra said since no money is available to go to meetings, there could be an HDWG policy established that would state the traveling member will present a trip report to the members at the meeting following the trip.

**Motion:** HDWG members will present a report the HDWG members on diversity-related meetings away from LANL. First by Myra. Second by Jolyn. Motion carried.

## **Reports from Committees:**

### **Bylaws and Standing Rules**

Eileen reported the committee has a good working draft and changes will be added. A meeting is scheduled for a Monday to review the final draft before it goes to Roberto for review then on to the full membership for adoption.

### **Hispanic Heritage Month Committee**

Camille announced we are partnering w/Gordon's who will try to get Flaco Jimenez as the top bill event. The tent event is scheduled for September 25. The T-shirt design needs a sponsor to pay CIC \$300. Dwight Herrera at NMT is planning to sponsor a quality illustrator. MANA del Norte will sponsor Banquet, and Debbie will Co-chair the event with MANA. Letters to major companies will request for something specific to be paid for.

## **Victory Committees:**

**Diversity Training:** Camille and Alfonso collected votes and announced Rose was selected as our diversity trainer. Date and sponsor for the cost to be announced at a later date.

**Promotion and Education:** Richard, Camille, Cathy, Eileen, Leonard, Josie and Roberto reported that Rich is going to be appointed by the Director's office as the liaison to southern Colorado. He went to Pueblo, Colorado and will teach a class in the fall.

**Marketing Strategy:** Yvonne, Alfonso and Teresa did not present any announcements.

**Management:** Ubaldo, Myra and Jolyn announced the letter to the LLC is being edited and will go out. The Web page is being updated and the interviews are to be scheduled with Rangel, Gina Rey, and Rich Castro for the initial Diversity Profiles.

**Round Table New Topics and Issues**

Victory Celebration and Farewell to Teresa Salazar will be on Friday, June 26, Ridge Park. Bring something to eat.